

Amendments to the Claims:

This listing of claims will replace all prior versions, and listings, of claims in the application:

Listing of Claims:

1. (Currently Amended) A method for managing recruiting information in an online computer-based management system, the method comprising acts of:
permitting, within a first instance of an interface of the computer-based management system, a first user to develop ~~developing~~ a first job description corresponding to a first job opening, the first job description comprising a first set of components;
storing, by the computer-based management system, the first set of components in a an online database as at least one object-oriented object, wherein the online database is configured as an object hierarchy including a plurality of interrelated objects; and
permitting, within another instance of the interface of the computer-based management system, a second user to create ~~creating~~ a second job description based upon the first job description, the second job description corresponding to a second job opening and having a second set of components, at least one of which is selected from the first set of components stored in the online database.
2. (Original) The method according to claim 1, further comprising an act of determining, by a requirements specialist, the first set of components.
3. (Original) The method according to claim 2, wherein the act of determining comprises an act of receiving, from the requirements specialist, a selection of at least one of the first set of components and simultaneously displaying the selection to a client.
4. (Original) The method according to claim 1, wherein the act of storing further comprises an act of storing the first set of components in a relational database.

5. (Original) The method according to claim 3, further comprising an act of displaying the selection to the requirements specialist in a display of a computer associated with the requirements specialist.
6. (Canceled).
7. (Original) The method according to claim 5, wherein the act of displaying the selection includes an act of displaying the selection to the client in a display of a computer associated with the client.
8. (Currently Amended) The method according to claim 2, wherein the act of determining comprises an act of determining, by the requirements specialist, the first set of components on the basis of an interactive communication with a client through the interface.
9. (Cancelled).
10. (Original) The method according to claim 1, wherein the first set of components comprises at least one component that identifies an educational requirement associated with a candidate.
11. (Original) The method according to claim 1, wherein the first set of components comprises at least a task to be performed by a candidate.
12. (Currently Amended) A method of interactively developing a job description in an online computer-based management system, the method comprising acts of:
receiving through a first instance of an interface of the computer-based management system, by a requirements specialist from a client, hiring needs;

determining, by the requirements specialist based on the received hiring needs, at least one portion of a job description;

storing the at least one portion of a job description in an online database as at least one object-oriented object, wherein the online database is configured as an object hierarchy including a plurality of interrelated objects; and

receiving, in real-time, through another instance of the interface of the computer-based management system, feedback from the client on the portion of the job description; and

modifying in the online database, by the requirements specialist, at least a portion of the portion of the job description based upon the received feedback.

13. (Original) The method according to claim 12, further comprising an act of displaying, in a display of a computer system associated with the client, the at least one portion of the job description determined by the requirements specialist.
14. (Original) The method according to claim 13, further comprising an act of displaying, in a display of a computer system associated with the requirements specialist, the at least one portion of the job description determined by the requirements specialist.
15. (Currently Amended) The method according to claim 12, ~~wherein the at least one portion is stored in a database, and wherein the method further comprises~~ comprising an act of selecting the at least one portion from the online database for use in the job description.
16. (Currently Amended) The method according to claim 15, wherein the at least ~~on~~ one portion includes at least one of a group of information comprising: a task; a job function; an educational information; and a qualification, and wherein the method further comprises selecting the at least one of the group from the online database for use in the job description.

17. (New) An online computer-based recruiting management system comprising:
 - an interface; and
 - an online database configured as an object hierarchy including a plurality of interrelated objects,
 - wherein, in a first instance, the interface is configured to permit a first user to develop a first job description corresponding to a first job opening, the first job description comprising a first set of components,
 - wherein the first set of components is stored in the online database as at least one object-oriented object, and
 - wherein, in another instance, the interface is configured to permit a second user to create a second job description based upon the first job description, the second description corresponding to a second job opening and having a second set of components, at least one of which is selected from the first set of components stored in the online database.
18. (New) A computer readable medium having computer-readable instructions stored thereon that define instructions that, as a result of being executed by a computer, instruct the computer to perform a method for managing recruiting information in an online computer-based management system, the method comprising acts of:
 - permitting, within a first instance of an interface of the computer-based management system, a first user to develop a first job description corresponding to a first job opening, the first job description comprising a first set of components;
 - storing, by the computer-based management system, the first set of components in an online database as at least one object-oriented object, wherein the online database is configured as an object hierarchy including a plurality of interrelated objects; and
 - permitting, within another instance of the interface of the computer-based management system, a second user to create a second job description based upon the first

job description, the second job description corresponding to a second job opening and having a second set of components, at least one of which is selected from the first set of components stored in the online database.

19. (New) An online computer-based management system for interactively developing a job description, the system comprising:
 - an interface; and
 - an online database configured as an object hierarchy including a plurality of interrelated objects,
 - wherein, in a first instance, a requirements specialist receives hiring needs from a client through the interface,
 - wherein the requirement specialist determines at least one portion of a job description based on the hiring needs,
 - wherein the at least one portion of a job description is stored in the online database as at least one object-oriented object,
 - wherein, in another instance, the requirements specialist receives feedback from the client on the portion of the job description in real-time through the interface, and
 - wherein the requirements specialist modifies, in the online database, at least a portion of the portion of the job description based upon the received feedback.
20. (New) A computer readable medium having computer-readable instructions stored thereon that define instructions that, as a result of being executed by a computer, instruct the computer to perform a method for interactively developing a job description in an online computer-based management system, the method comprising acts of:
 - receiving through a first instance of an interface of the computer-based management system, by a requirements specialist from a client, hiring needs;
 - determining, by the requirements specialist based on the received hiring needs, at least one portion of a job description;

storing the at least one portion of a job description in an online database as at least one object-oriented object, wherein the online database is configured as an object hierarchy including a plurality of interrelated objects; and

receiving, in real-time, through another instance of the interface of the computer-based management system, feedback from the client on the portion of the job description; and

modifying in the online database, by the requirements specialist, at least a portion of the portion of the job description based upon the received feedback.